

Sustainability Report 2024





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Letter to the stakeholders



Dear customers, suppliers, partners, collaborators and readers,

The **fifth edition of NTE Process' voluntary Sustainability Report** represents a new step in the path of transparency and responsibility that has guided our choices for years.

With this document, we share the results achieved and renew **our commitment to pursuing growth based on innovation, sustainability and inclusion.**

2024 was a complex year, marked by rapid change and a constantly evolving economic and social context.

Against this backdrop, NTE Process continued to strengthen its sustainability strategy with determination, integrating ESG principles into its decision-making processes and corporate management in an increasingly systematic manner.

On the environmental front, we consolidated our commitment with concrete and measurable actions. The replacement of **four thermal units** at our headquarters has enabled a potential 30% saving in methane gas consumption and related emissions.

We have also fully **offset our remaining Scope 1 and Scope 2 emissions** for 2023 and launched initiatives to offset our 2024 emissions, in line with our **ISO 14001-certified management system.**

As proof of the path we have taken, we have obtained the **ELITE Certificate on Sustainability**, which recognises the adoption of ESG practices among Italian SMEs.

On the social front, we have continued to invest in the well-being and development of people, promoting **continuous training** and the consolidation of **health and safety measures in the workplace.**

These commitments have enabled us to maintain an accident-free record for the fourth consecutive year.

At the same time, we have strengthened our ties with the **local community** by supporting associations, organisations and projects dedicated to education, inclusion and environmental protection.

In terms of supply chain management, we have updated our supplier qualification and assessment procedure by introducing a more **structured set of criteria**, which includes environmental, social and ethical parameters.

We have also launched an **engagement programme** with our most strategic partners, with the aim of building paths for continuous and shared improvement.

The results presented in this Report do not represent a goal, but **a step in a journey that continues with commitment and responsibility.** We work every day to create shared value, focusing on innovation, sustainability and people.

The contribution of customers, suppliers, employees and stakeholders continues to be key to successfully addressing the challenges of the present and building a more equitable and sustainable future together.



Fabio Novelli
President & CEO

1. NTE Process



1.1 Who are we

NTE Process is the single source provider specialised in all stages of design, supply and innovation for all industrial sectors. NTE Process offers the most advanced process technology solutions for Industry 4.0. Innovative, patented and sustainable technologies: from pneumatic transport for the handling of powders and granules to the best process solutions such as pneumatic mixing, solid-liquid mixing, atomisation, drying, grinding, packaging, filtration and control of harmful emissions.

HEADQUARTERS

NTE Process, Milan, Italy
NTE Process Brasile, Sao Paulo, Brazil
NTE Process India, Mumbai, India
NOL-TEC Chile/Latam, Santiago, Chile

PARTNER

Ohkawara Kakohki, Japan
Okawara Manufacturing, Japan

SALES OFFICE

Barcelona, Spain
Jindřichův Hradec, Repubblica Ceca
Istanbul, Turkey
Lyon, France
Minneapolis, USA



+ 80
PEOPLE



~ 50%
GRADUATES



+5000m²
OFFICES/WORKSHOP



+6000
PLANTS



8
PATENT



History

It was 1994 when the company's founders, Albino Novelli and his son Fabio, decided to put their engineering and business management experience to good use by setting up a commercial enterprise that would go on to specialise in industrial automation and plant engineering. In 1998, they founded Nol-Tec Europe in a joint venture with Nol-Tec System Inc., an American company that designs and manufactures integrated bulk material handling and process automation systems for various industrial sectors.

In 2004, Roberta Novelli, Fabio's sister, joined the company as CFO and Head of Human Resources.

Since 2016, the company has established itself with the NTE Process brand in order to communicate to the market the expansion and consolidation of its business in process solutions (atomisation,

drying, etc.). At this stage, the company fully embodies the founders' original idea of creating a highly innovative business: thanks to the development of numerous patents and the success of the solutions offered, it establishes contacts and becomes a technology partner for companies of global importance.

During these years of growth, NTE Process is undergoing a transition from a family-run business to a managerially-run company. Operational management is now ensured by Governance with the main function of operational management and implementation and control of management processes. This way of management contributed to obtaining the Deloitte **"Best Managed Company"** award for five consecutive years (see paragraph 1.4 Governance and organisation model).



Fabio Novelli, President & CEO
Roberta Novelli, CFO e Head of HR
Albino Novelli, Vice President.



Tailor-made
packing solutions.



Patented system for
dense phase conveying.



NTE Process Workshop in
Pessano con Bornago (Italy).

1.2 Mission e Vision



Mission

We want to be a reliable and punctual partner, offering quality services with excellent scientific expertise according to the principles: "SERVICE, QUALITY & COMPETENCE".

We want to actively participate in the growth of the best companies right from the project "concept" phase, acting as an industrial solution provider.

We want to offer unique process solutions starting from the excellence of "Made in Italy" through strategic alliances and international partnerships.



Vision

Being a "Pioneer" company, creating unique and innovative solutions for machines and industrial processes, through constant R&D and patent creation. We want the adoption of our ideas and solutions to have a positive impact on the Planet, helping our partners to produce in a more sustainable way.



Our values

Collaboration

Honesty

Correctness

Loyalty

Courage

Madness

Creativity

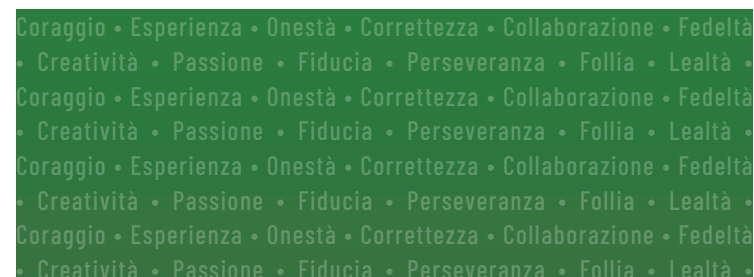
Passion

Experience

Perseverance

Fidelity

Trust



**Conveying Ideas,
Inspiring Solutions,
Building Success!**

1.3 Sustainability for NTE Process

Process solutions and Industry 4.0 and 5.0 play a crucial role in **sustainable and digital transition paths**, as they support a variety of industrial sectors in improving process efficiency and reducing the use of natural resources. NTE Process is at the heart of the industrial machinery supply chain, which is becoming increasingly diversified and internationalised. Similar to the entire supply chain, NTE Process is affected by rising customer expectations regarding the environmental and social sustainability profiles of its activities and the effectiveness of its governance models. In turn, as a customer, the company is required to carefully monitor the **sustainability** of its **supply chain**.

1.3.1 The path to sustainability

In order to respond effectively to stakeholder expectations, NTE Process is pursuing a path aimed at improving its sustainability performance through a structured approach based on the formalisation of corporate policies in the social, environmental and governance areas. As part of this process, since 2020 we have published our annual Sustainability Report, prepared in compliance with GRI Standards.

Since embarking on this journey, the company has achieved tangible results, progressively integrating ESG principles into its business activities and processes. Starting in 2023, NTE Process obtained ISO 14001 certification for its environmental management system and decided to offset the CO₂ emissions generated by its production activities (Scope 1) and electricity supply (Scope 2) by purchasing carbon credits to support a wind energy project in Rajasthan, India.

In 2024 the company also obtained the **ELITE Certificate on Sustainability**, which recognises the adoption of advanced ESG practices by Italian SMEs. This result comes in addition to the confirmation of the EcoVadis Gold Medal, received for the second consecutive year, which places NTE Process among the top 5% of companies assessed internationally.



ISO 14001:2015
since 2023



ISO 9001:2015
since 1999



ISO 45001:2018
since 2021



ECOVADIS
2024

In 2024, NTE Process obtained the ELITE Sustainability Certificate, an award given by ELITE – a platform of the Italian Stock Exchange – to companies that systematically integrate ESG practices into their corporate strategy. The certificate was issued on the basis of criteria developed together with academic and business partners, and is intended to promote Italian SMEs that invest concretely in sustainable growth.

As stated by the CEO Fabio Novelli:

"For an SME, embracing a path that integrates ESG principles into its business strategy is a courageous but necessary step. Reporting on ESG performance not only increases transparency, but also contributes to improving the internal processes and the competitive positioning of the company."

ELITE CERTIFICATION
ON SUSTAINABILITY



The publication of the **Sustainability Report** allows NTE Process to give full visibility to its **sustainability policies and actions** and to monitor its performance over time.

Thanks to the activities carried out in recent years, NTE Process contributes to the achievement of the Sustainable Development Goals (SDGs) defined by the UN within the 2030 Agenda for Sustainable Development. In the future, the company intends to intensify its contribution through the implementation of further initiatives, some already planned.



4. QUALITY EDUCATION



Actions already implemented

- Provision of in-depth and refresher courses aimed at strengthening technical, digital, administrative and commercial skills, for a total of **1,242 hours of training, of which 85% is voluntary.**
- Introduction and continuous updating of the "Academy" platform for internal corporate training
- Participation of some company figures in development paths offered by the **ELITE network.**
- Awareness-raising initiatives on sustainable development in high schools.

Scheduled Actions

- Participation in further training and development paths
- Further awareness-raising initiatives at schools and institutes already planned.

5. GENDER EQUALITY



Actions already implemented

- Adoption of transparent and impartial procedures for the selection and remuneration of employees and collaborators, preventing any form of gender discrimination.
- Gradual increase of **female presence in the corporate population** (17 in 2024 vs 8 in 2019).

Scheduled Actions

- To contribute to greater gender balance within the company, NTE Process pays particular attention to STEM (Science, Technology, Engineering, and Mathematics) skills, including those held by female professionals.

Actions already implemented

- 63 employees, of which 60 were hired indefinitely.
- Occupational Health and Safety Management System certified pursuant to the **ISO 45001** standard.
- No injuries in the last 4 years (2021-2024)
- Breast cancer prevention campaign and breast examination for all female and male employees' family members.
- Performance appraisal process and bonus incentive linked to an MBO system for those with organisational responsibilities
- Formalisation of a Remote working Policy.
- Welfare and health insurance system envisaged by the Metalworkers National Collective Labour Agreement.
- Introduction of **additional allowances** (travel, overtime travel, meal vouchers) for specific clusters of employees

Scheduled Actions

- Progressive extension of additional allowances (travel, overtime travel, meal vouchers) to the entire company population in the two-year period 2025-2026.
- Production premium.
- Participation in further employee health promotion initiatives.
- Continuous evaluation of the potential improvements to be made to the company welfare system.
- Formalisation of a Policy for corporate travel.
- Organisation of quarterly meetings to update all employees on company performance.
- In the interests of transparency and clarity for employees, the company regulations are to be updated to make them more up-to-date and in line with the current corporate reality.
- Introduction of a new **organisational chart for departments, accompanied by a review of job descriptions.**

8. DECENT WORK AND ECONOMIC GROWTH



9. ENTERPRISE, INNOVATION AND INFRASTRUCTURE



Actions already implemented

- Investment of 4% (of the value of production) per year in Research and Development (R&D) activities.
- NTE Scientific HUB: Research and Innovation Centre.
- Air Assist® M533 patent with ECO DENSE-TRONIC® registered trademark which, on particular system configurations, allows a reduction of up to 70% in emissions of energy and CO₂ emitted into the environment.

1. NTE Process

- Development of a range of technologies identified with the **"Powering A Greener World"** motto, including the dry injection of sorbents (DSI) - a consolidated system for the reduction of harmful emissions deriving from the combustion of coal, biomass, waste and other fossil fuels - and dry and wet filtration technologies for the control of solid particulate matter emitted into the environment and the control of odours.
- Installation of automated vertical warehouses.
- Completion of the warehouse digitisation process.
- Introduction of a new human resources management platform, which simplifies data compilation and storage, making HR process management more efficient.

Scheduled Actions

- Enhancement of the new HR platform through the activation of modules dedicated to training and performance evaluation.
- Use of artificial intelligence: an AI agent has been implemented to revolutionise the management of technical documentation sent by suppliers following purchase orders.

- Compensation initiatives for residual CO₂ e Scope 1 and Scope 2 emissions for the years 2022 and 2023.
- Achievement of **ISO 14001** certification for the environmental management system.

Scheduled Actions

- Modernisation of the cooling unit and heat pump control system by 2025.
- Compensation initiatives for CO₂ e Scope 1 and Scope 2 emissions for the year 2024.
- Definition of specific objectives relating to environmental impacts within the framework of ISO 14001 integrated with the corporate sustainability strategy.
- Purchase of energy from 100% renewable sources in 2025.

7. CLEAN AND AFFORDABLE ENERGY



Actions already implemented

- Energy re-qualification** of the administrative offices located at the Gorgonzola headquarters completed in 2018 through the replacement of lighting fixtures with LED lights and the renovation of heating, cooling and ventilation systems with low-consumption solutions.
- In 2024, replacement of four heating units dedicated to heating approximately 40% of the total volume of the premises at the Gorgonzola plant, with an estimated potential annual saving of approximately 925 m³ of natural gas, equal to a 30% reduction in consumption and CO₂ emissions compared to the previous groups.
- Installation of a **generation plant powered by photovoltaic panels** at the headquarters of Gorgonzola, the workshop, the warehouse and the NTE Scientific Hub headquarters in Pessano con Bornago, capable of satisfying approximately 40% of the company's electricity needs through self-consumption.



13. COMBATING CLIMATE CHANGE



1.3.2 Stakeholders and relevant sustainability issues

Relationships with the main stakeholders represent an essential element in this process. NTE Process is engaged in **constant dialogue with customers, suppliers and commercial partners**, which is aimed at identifying innovative solutions and managerial practices capable of promoting sustainability in the supply chain, and in the involvement of its employees and collaborators, with the aim of addressing innovative potential of the **human, social and intellectual capital** which they lead to sustainable development goals.

NTE Process's commitment focuses primarily on the issues that emerged as relevant from the materiality analysis (see 5.2 Materiality analysis).

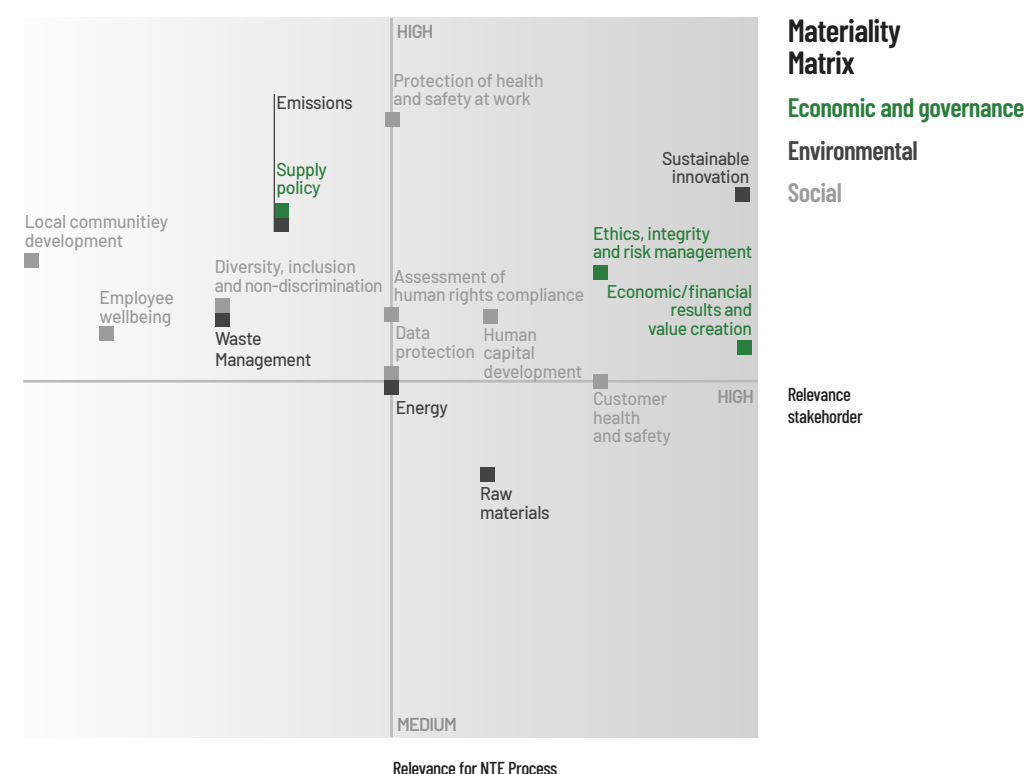
Sustainable innovation directly expresses the heart of NTE Process's mission and its main contribution to sustainable development.

Among the **economic and governance aspects**, the sharing of economic results with stakeholders and the safeguard of business ethics and integrity, also through proper risk management, represent essential conditions for the exercise of business activities.

At **environmental level**, the reduction of energy consumption and greenhouse gas emissions, the conscious consumption of materials and waste management are particularly important.

In the **social field**, attention to workers is expressed primarily in maintaining high standards of health and safety at work, in the development of human capital and in the protection of human rights along the value chain. Customer requests are incorporated into product quality and safety standards and data protection policies.

STAKEHOLDERS	DIALOGUE APPROACHES
 CUSTOMERS	Qualification and evaluation processes Auditing and adherence to Codes of Conduct Participation in trade fairs and events Participation in events organised by customers Website Social media Newsletter
 EMPLOYEES	Intranet Events dedicated to employees Training initiatives Informal consultation procedure Workers' Health and Safety Representative Dissemination of the Code of Conduct
 LOCAL COMMUNITIES	Media relations Participation in and support for projects and initiatives in the area Dialogue with local institutions Meetings with schools
 SUPPLIERS	Qualification and evaluation processes Audits Website Visits and inspections at suppliers' premises Dissemination of the Code of Conduct for Suppliers Participation in events
 BANKS	Compilation of ESG questionnaires Participation in events Website



1.3.3 The sustainability policy

NTE process has formalised a Corporate Sustainability Policy, which summarises its commitments to stakeholders regarding priority issues:

- ethics, integrity and legality;
- environmental responsibility and protection of natural capital;
- protection of health and safety at work;
- protection of human and workers' rights;
- development and enhancement of human capital;
- relationship with the community.

The Sustainability Policy is supported and integrated by a system of company policies relating to specific matters: environmental responsibility, health and safety at work, responsible purchasing, human and workers' rights.

NTE Process implements its corporate policies through constant and transparent communication with employees and business partners, ensuring that the principles and values that guide the organisation are fully disseminated. The correct application of these policies is monitored by the **Governance Committee**, which ensures their consistency with the strategic objectives of sustainability and corporate responsibility.

The Company recognises and protects the **dignity and fundamental rights of individuals**, in accordance with the International Bill of Human Rights, the conventions of the International Labour Organisation (ILO) and national and local regulations on worker protection.

In line with this commitment, and following the achievement of ISO 9001, ISO 45001 and ISO 14001 certifications, NTE Process has adopted an **Integrated Policy** dedicated to quality, health and safety at work and environmental management, with the aim of promoting a systemic and continuous approach to improving its performance.

1.4 Governance and organisational model

NTE Process is a limited liability company, wholly owned by NTE Holding Srl, an investment company referring to the Novelli family.

NTE Process has adopted the **traditional governance model** envisaged by Italian law. The **Board of Directors**, made up of the Chairman and the Chief Executive Officer, holds the powers of ordinary and extraordinary administration and plays a supervisory role with regard to issues relating to sustainability and internal control systems.

At management level, a **Corporate Governance** has been identified, which brings together the main corporate functions on a regular basis: Organisational Management, Administrative Area, Technical Area, Commercial Area and Supply Chain Office. The Committee has the task of coordinating and controlling the implementation of management processes, analysing company and individual performance indices and supporting the Board of Directors in evaluating the opportunities for new investments. The Committee also includes the definition and updating of company policies and codes of conduct relating to sustainability issues, as well as the identification of objectives for improving social and environmental performance. In fact, the presence of a Sustainability Delegate and an ad hoc resource to play a coordinating role in ESG activities was established. The CEO evaluates and approves the actions to be implemented as the holder of the corporate entrepreneurial vision.

As part of its strategic policy-making functions, Governance meets periodically to analyse and assess the economic, financial, social, environmental and geopolitical risks that may affect the company's activities. The participation of the key functions and its close collaboration with the Board of Directors guarantee a constant and effective coordination of the strategic plans on a quarterly basis, allowing NTE Process to respond promptly to customer needs and market dynamics.

Thanks to this management model, in 2024 NTE Process won the **Best Managed Company Award**, for the fifth consecutive year, the award for entrepreneurial excellence in Italian manufacturing

Members of Governance



Massimo Congedi
Corporate Technical Manager



Emanuele Fratto
Corporate Sales Manager



Roberta Novelli
Corporate CFO

promoted by Deloitte Private in collaboration with **ELITE-Gruppo Euronext, Piccola Industria Confindustria** and with the methodological and strategic support of **ALTIS Graduate School of Sustainable Management of the Sacred Heart Catholic University**. Now in its seventh edition, the award was presented to 67 companies from various sectors that stand out as examples of Italian excellence, evaluated on the basis of parameters such as "Strategy", "Skills and Innovation", "Commitment and Corporate Culture", "Governance and Performance Measurement", "Corporate Social Responsibility", "Internationalisation and Supply Chain".

NTE Process received the award for demonstrating **excellent management skills**, showing that it places great value on its people and corporate culture, which rewards virtuous behaviour.



Roberta Novelli and Simone Cerocchi collecting the Best Managed Companies prize..

1.5 Ethics and integrity

NTE Process actively contributes to the development of a socio-economic system based on **legality** and operates on the market in a responsible and transparent manner, in full compliance with all applicable regulations in the jurisdictions in which it operates. This commitment is explicitly stated in the Sustainability Policy.

Through the Administrative Department, the company acts to prevent any risk of breaches of anti-corruption, anti-fraud and anti-money laundering regulations, fair competition and correct information to the market by all staff and stakeholders, and to investigate any suspicious behaviour.

Within NTE Process, the activities potentially most exposed to risk mainly concern order management. To ensure maximum transparency and fairness, each order is subject to a control procedure that involves verification and approval by several managers involved.

The risk of customer corruption is limited, however, as each order received, with its details, must be approved and signed by the Technical Management, Operational Management, CFO and Owners. In addition, the company adopts and complies with the most rigorous anti-corruption policies required by its customers.

The **Company Code of Conduct** is the reference point for all employees and collaborators, providing clear guidelines for preventing conflicts of interest and unethical behaviour that could influence company decisions or generate legal risks.

In 2023, a **whistleblowing channel** was activated (pursuant to Legislative Decree No. 24/2023 and ANAC guidelines of 12/07/2023), which allows employees and stakeholders to report, anonymously and confidentially, any violations of the regulations and the Code of Conduct. Staff have been adequately trained in the use of the channel, while the link to the channel and the procedure are available on the company website. In 2024, no reports were recorded.

With regard to the supply chain, NTE Process has developed its own **Code of Conduct for Suppliers**, which sets out the principles of ethics, integrity and legality with which partners must comply. For further details, please refer to paragraph 2.5 - Management of the Supply chain.

The solidity of the **business integrity safeguarding measures** adopted by the company is confirmed by the fact that in 2024 no cases of non-compliance with the anti-corruption and competition legislation or, in a broader sense, with the laws, socio-economic and environmental regulations applicable to the activity of NTE Process.

1.6 Economic performance and sharing of value

The economic value generated by NTE Process has been largely redistributed to benefit the stakeholders with whom the company interacts on a daily basis, contributing to the creation of shared value throughout the chain.

90.6% of this value was distributed among suppliers (expenses for the purchase of goods and services), employees (wages and salaries, contributions and severance payments), lenders (interest on loans), public administration (income taxes and tax charges) and the local community (donations to third sector organisations and sponsorships to sports associations).

The remaining 9.4% was reinvested within the company to cover depreciation and amortisation relating to investments already made and to strengthen funds and reserves, supporting the company's solidity and future growth.

The profits were not distributed, but used to fuel investments in infrastructure, research and innovation.

Economic values (% of total)	2021	2022	2023	2024
Economic value retained	11,4%	6,6%	3,7%	9,4%
Distributed economic value	96,3%	93,4%	96,3%	90,6%
Suppliers	68,5%	76,7%	78,4%	64,6%
Collaborators	15,9%	14,5%	16,6%	21,3%
Lenders	0,4%	0,3%	0,5%	2,2%
Public administration	3,6%	1,8%	0,7%	2,4%
Community	0,1%	0,1%	0,1%	0,1%

In 2024, ECO DENSE-TRONIC® was perfected, allowing customers to obtain direct value in terms of efficiency and energy savings, helping to reduce consumption in production processes.

Alongside this development, the company introduced new solutions for the treatment of lithium powders in the battery sector and completed a significant upgrade of the NTE Scientific Hub, with the aim of accelerating innovation and promoting ever greater sharing of the value generated.

In 2024, the Company did not take advantage of any significant new tax credits. However, thanks to its technological solutions, NTE Process enabled its customers to access significant tax breaks, including incentives under the 'Industry 5.0' and 'ZES - Special Economic Zone for Southern Italy' programmes.

With regard to transfer pricing practices, the company has three subsidiaries based abroad (Chile, Brazil, India), with which commercial transactions at arm's length have been established.

In 2023, the company introduced forward-looking analyses for the management of advance payments in order to improve the cash flow of taxes with a time horizon of at least two years, switching from the historical to the forward-looking method.

To carry out this activity, the company invested in the Deputy CFO, who takes care of the company's tax obligations. Furthermore, starting from 2023, all tax returns are certified by an external auditor.

In 2024, the Group adopted the tax consolidation regime, with the aim of optimising the management of the overall tax position. This choice allows a more efficient allocation of tax capacity between Group companies, favouring a more strategic use of accrued tax credits, with a view to long-term economic and financial sustainability.

2. Innovation and quality





2.1 Process solutions

NTE Process is a specialist in bulk material handling and process solutions compatible with the European digital transition plan under **Industry 4.0**.

It offers high-tech machinery for bulk handling, conveying and mixing, as well as dosing, storage and bagging when required, for powders and granules used in numerous industries: food, chemical, feed, nutraceutical, rubber, glass, batteries, ceramics, cement, steel, power generation and others.

NTE Process uses **patented technologies** and, thanks to the experience of the best technological partners on the international market, offers process solutions and a path of innovation and development tailored to every need.

Operating with different types of products, it is able to change its best practices from one sector to another and combine experience and the wealth of skills already successfully tested, in order to guarantee innovation and efficiency to all customers. For the process industry, it boasts international collaborations for Spray Dryer technologies, solid liquid mixers and mills all available in 1:1 scale at the NTE Scientific Hub.

	ANIMAL FEED		GLASS/FIBERGLASS
	BATTERY		MINING/CERAMIC
	BUILDING PRODUCTS		PETROLCHEMICAL
	CHEMICAL		PHARMACEUTICAL
	ENVIRONMENT		PLASTIC
	FOOD		POWER AND ENERGY
	FOUNDRY/STEEL		RUBBER/TIRE



- Air Pollution Control
- Automation & Control
- Bulk Material Handling
- Dosing & Weighing
- Drying
- In-Line Mixing
- Integrated Grinding Solutions
- Liquid Concentration & Dissolving
- Packing Machine
- Parallel Processing
- Pneumatic Blending
- Pneumatic Conveying
- Process Engineering
- Spray Drying
- Test Plant & Research Centre

2.2 Research and innovation to build our success

Patents and certifications valid worldwide are obtained thanks to the continuous commitment to technological innovation and the significant **investment in Research & Development**, which represents, in line with previous years, approximately **4% of the value of production generated in 2024**.

The company's goal is to be a pioneer of innovation, thus adopting a proactive approach, not only aimed at responding to and satisfying the demands of our customers, but with the aspiration to anticipate them. The commitment in this scope is embodied in the NTE Scientific Hub, a Research and Innovation Centre based in Pessano con Bornago, in the province of Milan. Equipped with a laboratory and a 1:1 scale pilot plant that is unique in Italy and among the few in Europe and worldwide in terms of the comprehensiveness of the technologies available, it is a centre of excellence based on advanced technologies, entrepreneurial vision and typical Italian creativity.

Among the major innovations in the field of sustainability, in 2021 the company released a new dense phase pneumatic conveying technology designed and built to improve customers' sustainability. This is the **ECO DENSE-TRONIC®** which, thanks to the **Artificial Intelligence Air Assist® M533 patent** allows for a reduction of up to 70% in energy consumption and CO2 emissions in the environment for specific system configurations, equivalent to 3,000 new trees planted each year for each system that uses them. A result that brings economic benefits to customers and priceless environmental benefits for the Planet.

THE
COMPANY
HAS AN
INNOVATIVE
CENTER
RESEARCH



NTE Scientific Hub
Pessano con Bornago.



Pneumatic dense phase conveying system with patented technology

🌿 **RATE +20%**

🌿 **AIR SAVING UP TO 70%**

🌿 **EFFICIENCY +40%**



Sample chart of the pneumatic conveying cycles

Traditional system

Air Assist® M533

Air saving

The awareness of the complexity involved in managing environmental aspects has led the company to develop a range of eco-friendly technologies identified with the “Powering A Greener World” brand, which also includes dry sorbent injection (DSI) technology: a consolidated system for the reduction of harmful emissions deriving from the combustion of coal, biomass, waste and other fossil fuels (including SO_x, NO_x, CO₂, HCl, mercury and dioxins). In addition to this are the dry and wet filtration technologies (scubber) for the control of the solid particulate matter emitted into the environment and the control of odours.

In its approach to sustainable innovation, partnerships and collaborations with other companies also play a key role. Since 2022, NTE Process has signed agreements with companies active in the development of new generation battery cell production plants, with the aim of supplying a complete and integrated powder drying and handling system for the lithium battery cell Gigafactory in Norway, Sweden and the UK. NTE Process thus supports the production of clean batteries, which is fundamental for the energy transition.

NTE Process is also a strategic partner of Okawara MFG, a Japanese company specialised in the development of innovative technologies for drying processes, which play a key role in the field of recycling and recovery: thanks to these technologies, in fact, the waste generated during industrial production is transformed into fertilisers or energy, giving it new value.

Moreover, some of the NTE Holding group companies, of which NTE Process is leader, also offer sustainable solutions. STM Microtec, for example, offers the design and construction of grinding and dry dosing plants for products used in the industrial and ecological fields. STM’s experience has been concentrated over the years in the research and development of injection and abatement systems for various pollutants derived from industrial and production processes.

These integrated systems have given rise to a better environmental concept, which is responsible for compliance with the most restrictive environmental regulations in force for combustion emission gases and production waste. In the field of technologies for grinding and dry purification, STM has developed new pollutant abatement systems. The machines, the production standards and the derived applications, are still today a point of reference for the abatement systems of polluting acids, heavy metals, dioxins and furans.

2.3 Product quality and safety

Ensuring product quality and safety is a fundamental commitment that NTE Process makes to its customers, taking action to incorporate their specific needs and standards.

For components manufactured or engineered to a design by NTE Process (pressure vessels, structures, carpentry, etc.), the company has defined its own **quality standard**, compliance with which is verified on the basis of the Quality Control Plan and a special protocol. **Inspections to verify the conformity** of materials are often carried out directly at the supplier’s premises, including in the presence of the customer.

Components not designed by NTE Process (rotary valves, screw conveyors, dosing devices, fans, etc.) and undergo visual, functional and documentary checks at the suppliers’ premises and/or upon arrival. If the customer requests additional technical specifications for a single order, NTE Process draws up a dedicated Quality Control Plan.

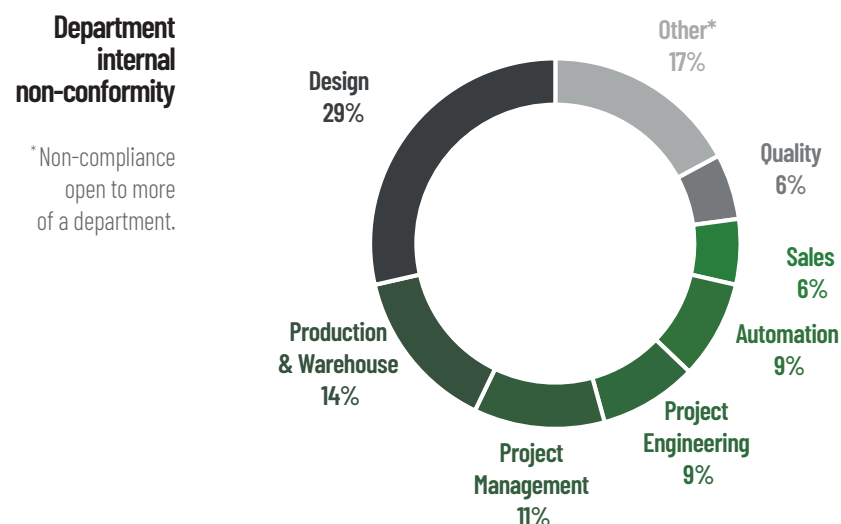
Inspections are coordinated by the Quality Control Manager together with the Project Managers according to the order requirements; 86 were carried out in 2024. In the same year, **37 supplier non-conformities** were detected: of these, 79% were correctly managed and closed, 11% completed the corrective actions and are in the final verification phase before the official closure, 8% are being implemented with corrective actions in progress, while only 3% are still open and in the data collection phase. All non-conformities are, however, resolved before the FAT (Factory Acceptance Test) with the customers who have assessed the goods as compliant.

With regard to **internal non-conformity** procedures, 35 were recorded in 2024, of which 24 were closed, 1 is under review, and 8 are being implemented, demonstrating a consolidated ISO process for analysing and resolving root causes. In 2024, no cases of non-conformity with product safety regulations were found.

In November 2024, a **new non-conformity management process** was introduced, simpler and more intuitive to use than the previous

**NEW
NON-CONFORMITY
MANAGEMENT
PROCESS**

system. In January 2025 alone, 14 internal non-conformities were opened, indicating greater accessibility to the tool. An increase in reports is expected during 2025, thanks to the ease of use of the new system.



Each product delivered is accompanied by a **user and maintenance manual** which contains the certifications required by the standards and specifies the regulations for the safe operation of the system.

Through the **complaints procedure**, customers are invited to report to NTE Process any incidents of non-conformity of products with respect to performance, quality standards or identification of hazards to workers' health and safety due to plant operation. NTE Process proceeds to analyse the causes of the problem encountered and implement recovery actions, such as restoring or discarding the malfunctioning object, and preventive actions aimed at resolving the root causes through a review of processes and tools. The non-conformity procedure also has the same function for the analysis and resolution of problems deriving from suppliers and/or internal processes. In 2024, there were 8 customer complaints, of which 7 have already been resolved and closed. All this allows us to improve customer satisfaction thanks to a constant and tangible follow-up to any reports.

2.4 Data protection

The ability to protect corporate data from external attacks is a prerequisite for safeguarding NTE Process' intellectual property and business continuity.

For this reason, the company has adopted a system of organisational safeguards to minimise the risk of data loss inside and outside the corporate scope. The use of mobile devices is governed by an **encryption policy**; remote connectivity is only granted to internal staff via a Virtual Private Network configured with double encryption and passwords that comply with complex identification criteria. Staff are made aware of possible cyber threats and the behaviour required to avoid them through a dedicated internal regulation and constant **information and training activities**. The Code of Conduct, defined in 2021, summarises the relevant rules with which all employees must comply.

In the event of an external attack or interruption of IT services, the presence of a backup system based on the synchronisation between two storage devices - one local on the premises and the other in a remote location - and a **Disaster Recovery plan** based on the replicas of the servers on the premises, are able to ensure the prompt resumption of business activities.

At the end of 2023, a project was launched to establish a new intercompany network infrastructure aimed at improving the speed of recovery in the event of line interruptions and simplifying disaster recovery operations.

The last year has marked an ever deeper integration of digitisation into corporate management processes.

In order to ensure that the integrated digitisation of processes also corresponds to increased security and protection of digitised company information, a monitoring system capable of identifying and evaluating all anomalous activities, intrusions or malicious processes on the network will be implemented over the next two years in order to take timely action.

This enhancement is intended to complement the protection system already existing in the company's IT processes, increasing control opportunities and lowering the likelihood of data leakage and abnormal intrusions.

NTE Process pays equal attention to the protection of information and personal data of its employees, customers and partners. The collection and processing of data for the purposes of internal and external communication activities (intranet, newsletter, website) is carried out in compliance with Italian Legislative Decree 196/2003 on privacy and the European Regulation 679/2016 – **GDPR**.

Confirming the effectiveness of the measures taken, in 2024 no loss or leakage of sensitive data was identified, nor were there any complaints about acts committed in breach of privacy.

2.5 Management of the supply chain

The supply chain plays a central role for NTE Process, as the design, assembly and installation activities carried out in-house represent the final stage of a complex production process that is heavily dependent on specialised partners.

For the realisation of in-house designed solutions, the company relies on specialised suppliers for the procurement of carpentry materials, tanks, machinery, instrumentation and components, while some engineering and assembly activities are subcontracted.

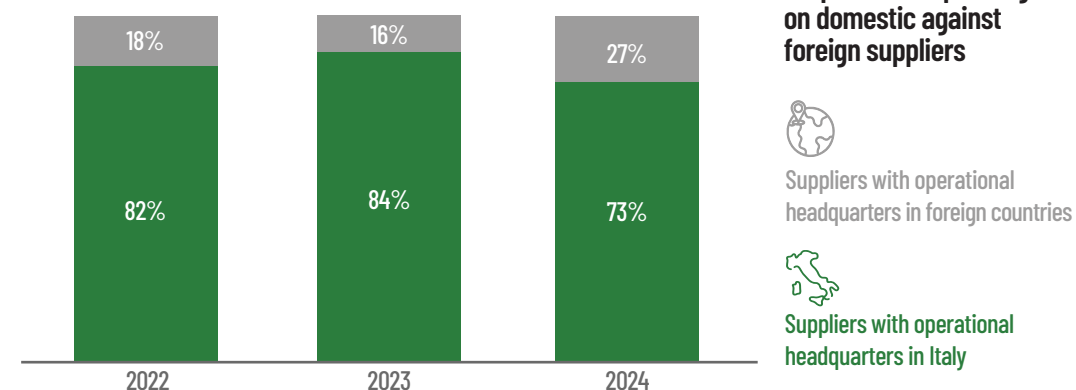
Technical and economic conditions being equal, preference is given to the choice of Italian suppliers, in order to shorten the value chain and response times, and maximise the induced impact on the national territory: as at 31 December 2024, active suppliers based in Italy made up 86% of the total and generated 73% of the annual expenses for purchases and services.

NTE Process is aware of the fact that the industrial automation supply chain, given its strong complexity, high degree of internationalisation and dependence on the extraction of metal raw materials, is exposed to environmental and social risks, in particular relating to safety and workers' rights. In this context, it is the firm intention of NTE Process to strengthen its analytical

and management tools in order to achieve greater knowledge and better control of the supply chain, progressively involving suppliers in this process of improving supply chain control.

For this reason, in 2021, the Supplier Code of Conduct was introduced, defining the principles and standards of behaviour expected in terms of ethics and integrity, environmental protection, health and safety, human rights and working conditions.

THE CODE OF CONDUCT IS THE BASIS OF EVERY COLLABORATION



The document is an essential reference for guiding transparent, secure and sustainable relationships throughout the entire supply chain.

Signing the Code of Conduct is required when entering into new contracts and is a fundamental prerequisite for working with NTE Process. The company reserves the right to verify compliance with the principles through document analysis, audits (internal or third-party) and on-site inspections.

In the event of serious violations or behaviour that does not comply with the principles of the Code, NTE Process may terminate the contractual relationship. However, the company favours a collaborative approach over one based solely on sanctions, encouraging the continuous improvement of suppliers, particularly smaller ones.

In 2024, 35% of suppliers who received orders during the year

THE SUPPLIER QUALIFICATION PROCEDURE HAS BEEN RENEWED

adhered to the Code of Conduct, accounting for 52% of the total value of orders. Some multinational partners adopt their own codes of conduct, which are analysed and validated by NTE Process to ensure equivalence.

NTE Process' commitment to a more structured and transparent supply chain has resulted in a complete overhaul of the **qualification and evaluation procedure**, which now systematically integrates the Code of Conduct, ESG criteria and system certifications.

The procedure applies to new suppliers, those that have not been active for at least three years and those that have recorded significant non-compliance.

The assessment – conducted by the Quality Department with the support of specialised technicians – is based on a series of criteria that allow for the integration of operational and sustainability aspects.

In addition to fundamental requirements such as the presence of a Code of Conduct and compliance with general purchasing conditions, elements such as quality management system certification (ISO 9001), on-time delivery (OTD) and non-compliance management are also taken into consideration.

Particular attention is also paid to environmental and social aspects, through the recognition of certifications such as ISO 14001 and ISO 45001, the publication of a sustainability report and the adoption of policies for responsible supply chain management.

Additional elements evaluated include ISO 27001 certification for information security, acceptance of the payment terms proposed by NTE Process, and the presence of other certifications relevant to the sector.

A discretionary score by the Quality and Purchasing Managers allows for the evaluation of distinctive aspects that are not formalised, promoting a more complete and realistic assessment.

Through this approach, NTE Process aims to consolidate a network of reliable, transparent suppliers that are aligned with its values, promoting a responsible, certified and sustainable supply chain model in the long term.

In 2024, 3 audits and 85 maintenance inspections were carried out, involving new suppliers and established partners.

In addition, the company's ERP system was updated with a section dedicated to supplier qualification, simplifying data storage, consultation and analysis and enabling more digital and timely control.

In 2024, purchases from suppliers located in countries classified as high risk in relation to workers' rights¹ involved four partners (People's Republic of China and India), accounting for 2.7% of total expenditure. All were qualified through on-site visits and verification of compliance with NTE Process requirements.

The analyses carried out in the preparation of this Report did not reveal a significant presence, in the materials and semi-finished products purchased by NTE Process, of minerals from areas of the world where conflict is ongoing (tin, tantalum, titanium and gold).

NTE Process does not limit itself to score evaluation, but in 2024 launched a structured supply chain engagement programme with the aim of promoting progressive and shared performance improvement. The top 50 suppliers were selected based on order volume and value (2023-2025 period) and each was subjected to an in-depth assessment through document analysis (website, internal data, three-year financial statements, certifications, etc.).

Following this phase, a series of meetings was held to define personalised improvement plans, which may include:

- obtaining new certifications;
- strengthening ESG policies;
- optimising delivery and non-compliance management processes;
- reviewing payment terms with a view to achieving a win-win situation;
- increasing transparency throughout the supply chain.

ENGAGEMENT PROGRAMME WITH SUPPLIERS INITIATED

¹High-risk countries are those characterised by a level of labour market regulation below the global average, as measured by the Human Freedom Index 2024, and by the absence of adequate labour rights guarantees according to the Global Rights Index 2024 of the International Trade Unions Conference.

3. Respect for the environment



3.1 Energy management and fight against climate change

NTE Process is active in combating climate change through the development of technological solutions that enable companies to reduce their energy consumption and environmental impact (see paragraph 2.2).

At the same time, the company is aware of the impacts generated along the industrial automation value chain, which includes high-emission activities such as metal extraction, logistics and plant disposal. In the current phase, NTE Process is committed to monitoring and reducing greenhouse gas emissions generated by the company’s production activities and facilities (Scope 1) and by the supply of electricity (Scope 2).

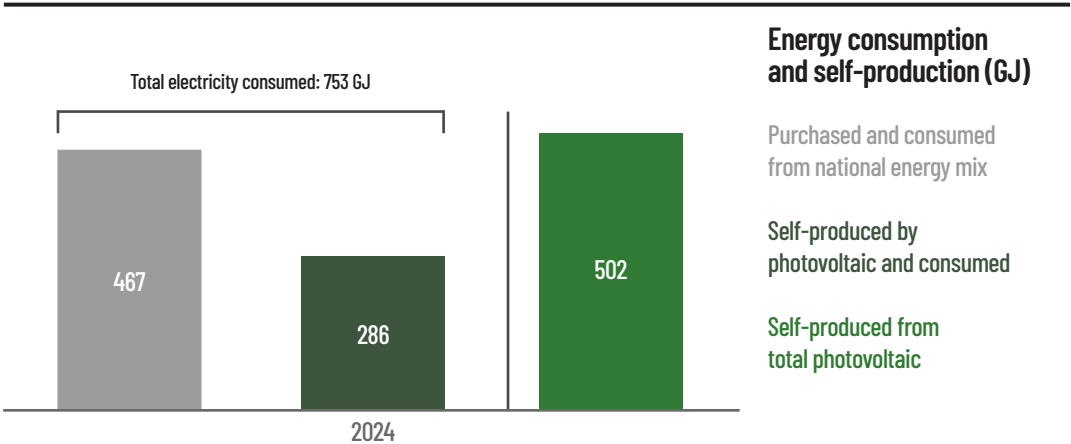
Energy consumption NTE PROCESS	2022	2023	2024
Total methane gas consumed	382	409	428
Diesel - company vehicles	136	174	69
Diesel - vehicles for mixed use	349	257	216
Total Diesel consumed	486	431	285
Petrol - company vehicles	22	97	70
Petrol - vehicles for mixed use	555	120	140
Total Petrol consumed	77	217	210
Electricity purchased from the national energy mix	514	500	467
Electricity self-produced from photovoltaic plants and consumed	247,8	306	286
Total electricity consumed	762	806	753
Total energy consumed	1707	1863	1676

The main energy consumption is represented by the electricity used mainly for cooling and lighting offices. Between 2015 and 2018, the administrative offices of the Gorgonzola headquarters underwent a redevelopment process that saw the replacement of the lighting fixtures with LED lights and the renovation of the heating, cooling and ventilation systems with low-consumption solutions.

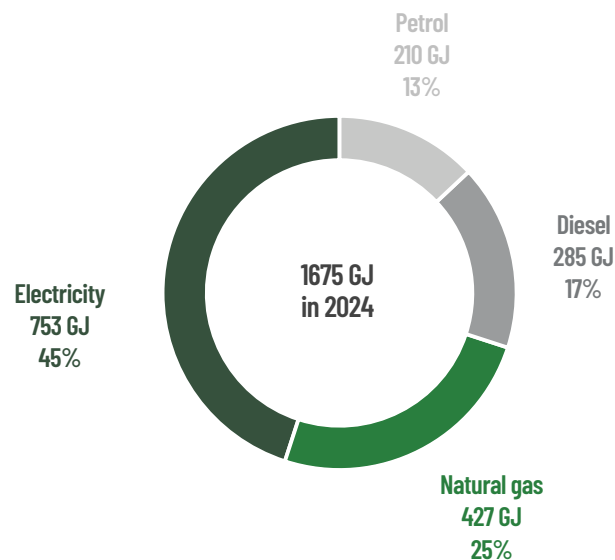
2022 marked an important step forward for NTE Process in the direction of energy autonomy and transition thanks to the commissioning of photovoltaic systems installed at the Gorgonzola headquarters, the workshop, the warehouse and the NTE Scientific Hub in Pessano con Bornago, with a total power output of 143 kWp.

In addition to consuming self-generated energy, to compensate for physiological peaks of lower plant productivity, NTE Process sources energy from an external energy provider, drawing from the national energy mix. During the year, the company conducted an evaluation for the replacement of the electricity supplier from 2024; this involved the request and evaluation of a change in terms of the energy mix, with the aim of moving towards a greater component of renewable energy.

In 2024, the energy self-produced by NTE Process made it possible to meet approximately 38% of the total electricity demand through self-consumption. The following graphs show how the total self-production capacity of the plants is equal to approximately 66% of the company’s electricity requirements.



Total energy consumption by source



A further step forward, envisaged in a project approved in 2024 and due to be implemented in early 2025, concerns the modernisation of the control system for cooling units and heat pumps.

The new system involves replacing all 16 existing thermostats with WiFi-connected devices that can be controlled remotely via a single application managed by the facilities manager. This solution will enable accurate monitoring of the set temperatures, preventing configuration errors (such as excessively high or low temperatures), oversights relating to the operation of systems outside working hours, and settings that do not comply with the limits set by regulations.

Although energy savings cannot be quantified at present, a positive and measurable impact is expected by the end of 2025. In line with the company's ongoing commitment to sustainability and operational efficiency, scheduled maintenance of the plants continues, entrusted to specialised companies. Among the activities included is the periodic cleaning of solar panels, which is essential to ensure maximum performance of photovoltaic systems.

In addition to electricity, NTE Process consumes natural gas to power and heat its premises. During 2024, investments were made to improve the energy efficiency of the plants. Specifically, four heating units responsible for heating approximately 40% of the total volume of the Gorgonzola plant premises were replaced. Based on the technical characteristics of the new equipment, potential annual savings of approximately 925 m³ of methane gas are estimated, equal to a 30% reduction in consumption and CO₂ emissions compared to the previous units.



NTE uses petrol and diesel to power its company car fleet, which at the end of 2024 will consist of 18 vehicles, 11 of which will be hybrids. During 2024, the methods for collecting data on company car kilometrage were improved thanks to the introduction of a quarterly reporting system. This has enabled fuel consumption to be estimated more accurately, using the actual kilometres travelled and the consumption factors declared by manufacturers for each vehicle model. As a result of this methodological change, the 2024 data are not fully comparable with those for 2023, which were based on an estimate derived from expenditure on supplies. However, the new approach ensures greater accuracy, transparency and consistency in measuring consumption and analysing related emissions.

In 2024, NTE Process generated **59 tons of CO₂ equivalent for Scope 1 emissions and 64.9 tons for Scope 2**, calculated using the market-based approach. The total data for Scope 1 and 2 is, therefore, equal to **123.9 tons of CO₂ equivalent**.

Scope 2 emissions remain in line with the values recorded in 2023 (63.5 tonnes), while they are significantly lower than in 2021, when they amounted to 87.5 tonnes. The difference is attributable to the installation of photovoltaic systems, which allowed a reduction of 26%.

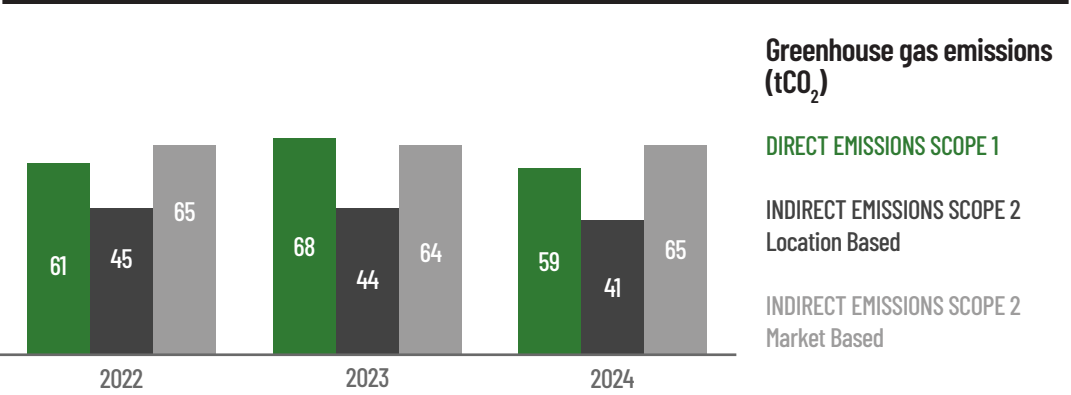
Please note that, following changes introduced in 2024 to the methods used to collect data on fuel consumption, Scope 1 data are not fully comparable with those of previous years. Starting next year, it will be possible to make more homogeneous and reliable comparisons.

Emission intensities in relation to annual turnover are equal to 6.8 tons of CO₂ per million Euro in 2024.

	2021	2022	2023	2024
Intensity of emissions (tCO ₂ /million Euro)	6,1	4,7	6,3	6,8

In general, with regard to future actions in the field of energy and emissions, periodic meetings have been held to outline the improvement objectives to be pursued, consistent with the adoption of an environmental management system compliant with the ISO 14001 standard. These comparison sessions will lead us, by 2024, to define more clearly the objectives related to the vehicle fleet, energy supply and other issues of great environmental importance.

The activities carried out directly by the company do not generate significant emissions of sulphur and nitrogen oxides or other pollutants.



Greenhouse gas emissions generated directly by the Organisation, deriving from fossil fuel combustion plants used for the operation of plants and from the company car fleet.

EMISSIONS SCOPE 1

Indirect emissions of greenhouse gases from the generation of electricity purchased.

EMISSIONS SCOPE 2

Location Based: refers to the emissions deriving from the emission factors related to the national energy mix.

Market Based: refers to the emissions deriving from the electricity provider that the organisation has specifically chosen. Should an Organisation decide to source 100% from renewable sources with a Guarantee of Origin, the Market Based emissions are equal to zero. Otherwise, they are calculated with emission factors representing the residual mix, i.e. unmonitored and unclaimed energy and emissions from renewable sources.

3.2 Efficient use of resources

NTE Process is committed to reducing its consumption of natural resources, aiming for maximum efficiency through awareness-raising initiatives and specific interventions in its business activities with the aim of limiting its negative impact on the environment. The production activity of NTE Process is mainly concerned with the assembly of elements for the construction of plants; the main categories of materials processed in the course of this activity are therefore not raw materials in the strict sense, but **semi-finished products, metal carpentry materials and components**.

In view of the different product categories used depending on the orders and the complexity of the supply chain that affects these products, to date NTE Process does not have accurate data relating to the environmental impacts of the raw materials used by suppliers and related mitigation actions, such as recycling of metal and plastic components. This activity would be the direct responsibility of the suppliers of the parties and of the customers where the plants are often installed for over 25-30 years. The company is committed in the future to involving its direct partners in the disclosure of this information.

In addition to the semi-finished components and raw materials that are part of the final product, the production inputs also include the **packaging materials** of the products, which are almost exclusively of renewable origin.

In 2024, there was an increase in the purchase of cardboard, plastic and wood packaging compared to the previous year. The increase in the purchase of cardboard is linked to the depletion of the stocks purchased in 2021, which had covered part of the needs for 2022 and 2023.

The quantity and type of packaging materials used are strongly influenced by the nature of company production, which takes place exclusively on order and not in series. As a result, annual variations depend directly on the number, type and destination of orders. This makes the data inherently variable and scarcely comparable on an annual basis.

In particular, 2024 saw an increase in wooden packaging, attributable to the higher incidence of orders to foreign countries, which required sea shipments using large crates. However, NTE Process confirms its commitment to a more sustainable use of packaging, using **pallets in regenerated wood** and **plastic containing recycled material**. In particular, the bubble wrap material used has a 30% recycled plastic component.

Material	u.m.	2021	2022	2023	2024
Wood	Kg	99.518	40.769	75.319	85.688
of which regenerated	kg	-	-	2.340	1.120
Plastic	Kg	1.425	1.778	1.822	2.435
Of which from recycling	kg	-	-	-	150
Cardboard (FSC mixed certificate)	Kg	2.420	740	375	1.036
Office paper ⁽¹⁾	Kg	300	347	463	390
TOTAL Packaging + office paper	Kg	103.663	43.633	78.019	89.548
of which renewable	Kg	102.238	41.885	76.197	87.114
	%	99	96	98	97%
of which non-renewable	Kg	1.425	1.778	1.822	2.435
		1	4	2	3%

Packaging materials and office paper

With the certification of its environmental management system in compliance with the international standard ISO 14001, the management of raw materials and materials is becoming increasingly important within the company, leading it to improve its quantitative data collection and monitoring systems, in order to define clear improvement objectives.

In recent years, the company has developed several projects dedicated to improving the efficiency of material purchasing processes. Among these, the **MRP (Material Requirement Planning) project** represents an important step towards the digitisation and simplification of the Purchasing Department's activities. The system is currently operational for managing purchases of materials in stock with minimum stock levels. The company's ERP automatically generates a purchase requirements analysis,

evaluating the quantities required, the necessary dates and the minimum purchase batches. The system also allows the most suitable supplier to be selected automatically based on parameters such as price or delivery lead time.

Thanks to the MRP system, it is possible to immediately know the equipment and components required, as well as the actual stock levels in the warehouse.

Based on the minimum stock levels defined, the system manages the automatic replenishment of materials to be kept available at all times, indicating precisely which items to replenish and when to proceed with the order.

The optimisation of purchasing processes also helps to reduce the number of shipments, with positive effects on fuel consumption, emissions and the amount of packaging handled and disposed of.

In a subsequent phase, the MRP project will also be extended to other company purchasing processes.

In addition to the MRP project, in 2021, NTE Process installed its first automatic **vertical warehouse**, implemented during 2022. The vertical warehouse contains a specific software that communicates with the company ERP, allowing to manage 49 shelves over 7 meters high, while an internal robot brings to human height the drawer required for the picking or the expected loads.

In 2022, also from the viewpoint of logistics optimisation, the **Bar-Code project** was launched, which allows to achieve a high level of digitisation in the management of warehouse materials.

The incoming goods are loaded into the warehouse through a terminal thanks to the use of bar codes, improving the time and reliability of the process. In 2023, the implementation of these innovations also took place in the production part.

At the same time, the company has paid special attention to reducing the impacts of its production activities by purchasing paper, folders and binders made of recycled material or even pens and writing material with reduced plastic content or made of environmentally sustainable material.

All employees were provided with water bottles, reusable cups and fabric bags in order to **drastically reduce the use of plastic**.

The glasses and crockery available in water and coffee dispensers are either reusable or made of recyclable materials.

THE COMPANY IS COMMITTED TO REDUCE THE USE OF PLASTIC



NTE Process strengthened its commitment to the environment by introducing a new waste collection system at its Gorgonzola headquarters and other operational sites. The initiative reorganized collection points, removed general waste bins from offices, and created special areas for separate collection of waste (organic, multipak, dry, and paper).

WASTE SORTING AT THE COMPANY PREMISES

This system increases recycling efficiency, reduces landfill waste, and supports a cleaner workplace.

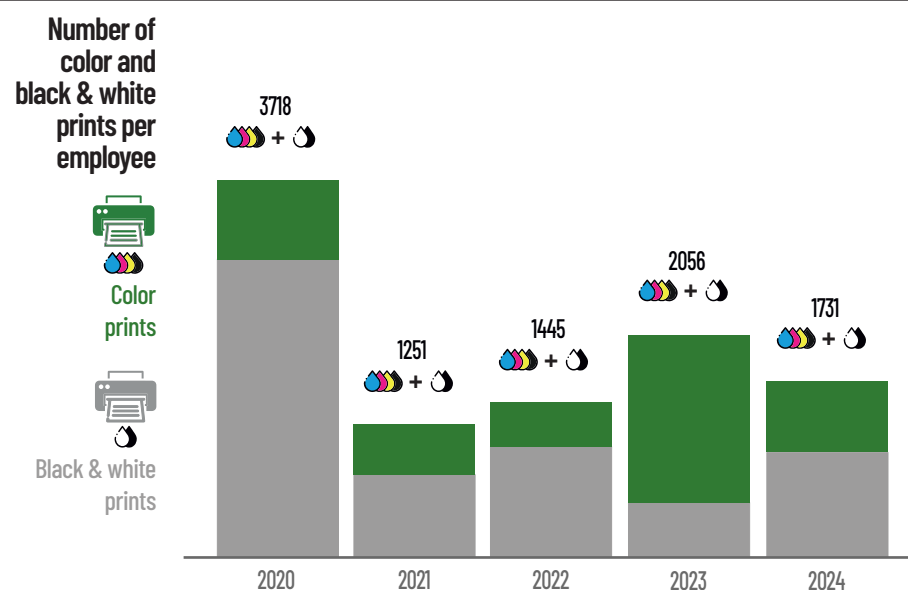
To facilitate correct sorting, each station is equipped with information signs indicating the types of waste and how to dispose of them. In addition, containers dedicated to the collection of special waste such as batteries, toner, and WEEE have been installed at all sites, which are then managed and disposed of in collaboration with **Vestisolidale**, a non-profit social cooperative that promotes the inclusion of disadvantaged people in the workplace.

This initiative not only ensures compliance with environmental regulations but also reduces the company's environmental impact and promotes sustainable behaviour among all NTE Process employees.

NTE Process also organises annual campaigns dedicated to reducing the origin of waste and limiting the use of printers. In this context, programs such as Wildix (electronic switchboard), Documenta PDM/PDL, which allows to archive documents and digitise the management of orders, Intranet and, more generally, all the investments made in the IT sector have resulted in a tangible reduction in paper consumption.

In 2024 there was an overall reduction in the number of prints of 16% compared to 2023. This decrease is mainly due to a marked decrease in colour prints (-57%), although partially offset by a significant increase in black and white prints (+80%).

If the total number of prints is compared to the number of employees in the company, NTE Process maintains an average of about **5.6 prints per person per day** in 2024. The trend, therefore, continues to be downward compared to 2020, when the daily average was about **12 prints per employee**.



3.3 Waste management

As NTE Process has no direct production activities, it generates a limited volume of industrial waste. These originate from three main sources: **testing activities, purchased materials, and materials stored in warehouses that have become obsolete**. Especially due to testing activities, the type and amounts of waste can vary significantly from year to year.

In detail, the disposal of iron and steel is due to metal carpentry stored in storage over the past years and which, in the reporting year, it was decided to dispose of together with the packaging (wood and plastic) that contained them.

Potentially hazardous waste comes solely from testing operations conducted at the Scientific Hub pilot plant. The company policy gives priority to the return of product samples to the customer. However, in situations where shipping costs are excessive for the recipient, product samples are entrusted to specialised suppliers for the treatment and disposal of materials.

Industrial plants built for customers can generate waste when, at the end of their life cycle, they need to be decommissioned. The long service life of the fittings, between 25 and 40 years, and the modular design that allows the replacement of individual components, significantly reduce the occurrence and extent of such impacts. As this situation has not yet arisen, NTE Process does not have any information about the disposal procedures for decommissioned plants. It is therefore committed to developing relationships with customers in order to extend control over its products until the end of their useful life, providing precise instructions and raising awareness of their application.

NTE Process entrusts the management of its waste to a small number of qualified entities, which must have at least ISO 9001 certification and, in some cases, a legality rating, ISO 45001 certification for health and safety at work, and ISO 14001 or EMAS environmental certification.

Following certification in compliance with international standard ISO 14001, a plan to improve internal waste sorting has been defined.

This plan led, during 2024, to the purchase and use of new containers aimed at promoting a correct separation of waste. In particular, new containers for the collection of waste batteries and WEEE were introduced at all company sites, while for toners there were already special collection devices.

The special waste generated and collected in the appropriate containers is disposed of thanks to the collaboration with **Vestisolidale**, a non-profit social cooperative in Cinisello Balsamo (MI) that has been operating in the field of social and environmental services since 1998, offering job opportunities to disadvantaged people.

Specific containers have also been prepared, labelled with the relevant CER code, for the differentiation of materials such as iron, aluminium, copper, paper, wood and for waste destined for delivery to the municipality.

Although water consumption is almost exclusively related to office and hygienic-sanitary uses, within NTE Process particular attention is paid to this issue. Water withdrawals and discharges are, therefore, marginal and solely related to these needs, but the company has nevertheless decided to monitor consumption as early as 2024, estimated at approximately 480 m³ of water. A timely monitoring system will also be implemented from 2025.



Special waste containers available at company premises, in collaboration with Vestisolidale.

Waste category	2023	2024
Iron, steel, metals	4.100,0	5.860,0
Wooden packaging	3.410,0	4.870,0
Plastics (including packaging)	530,0	130,0
Hazardous organic waste	45,0	0,0
Toner	38,0	0,0
Hazardous Inorganic Waste	23,0	0,0
Absorbents, filter materials, rags and protective clothing, containing dangerous substances	0,0	0,0
Unusable waste	0,0	0,0
Mixed packagings	0,0	0,0
Insulating materials containing hazardous substances	0,0	0,0
Non-hazardous organic waste	0,0	0,0
Rifiuti organici non pericolosi	0,0	0,0
TOTAL WASTE	8.146,0	10.860,0
of which dangerous	68,0	0,0
	0,8%	0,0%
of which not dangerous	8078,0	10.860,0
	99,2%	100,0%
sent for disposal (D1-D15)	0,0	0,0
	0,0%	-
used as fuel or other means to produce energy (R1)	0,0	0,0
	0,0%	-
sent for recovery (R2-R12)	1.124,0	0,0
	13,8%	-
placed in stock to undergo one of the operations numbered R1 to R12 (R13)	7.022,0	10.860,0
	86,2%	100,0%

Waste category (quantity expressed in kg)



100% NOT DANGEROUS

4. People and communities



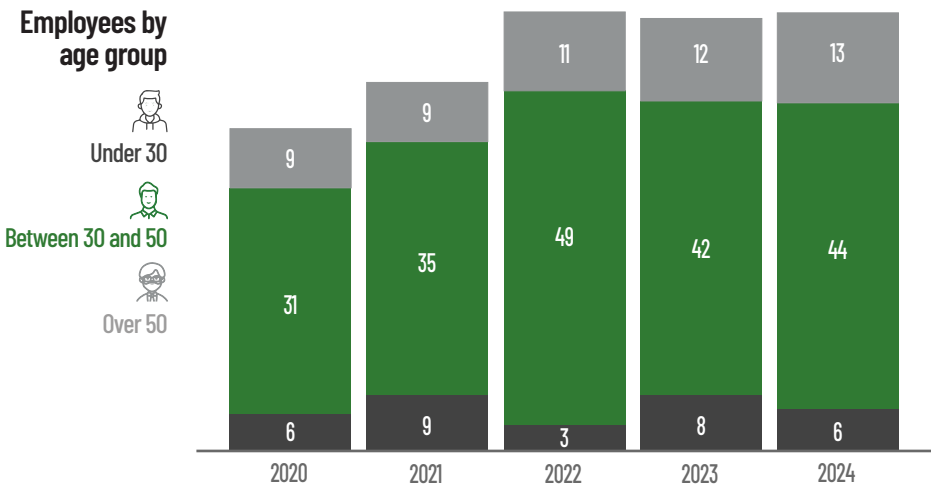
4.1 Protection and development of people

Aware of their essential role in the success and existence of the company, NTE Process puts its people at the centre, committing itself to professional training and guaranteeing them employment stability and security, within a corporate climate marked by listening to and valuing each talent.

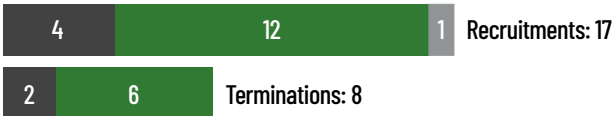
NTE Process selects, recruits and remunerates its employees and collaborators following transparent and impartial procedures, preventing any form of discrimination or favouritism.

As at 31 December 2024, NTE had **63 employees**, almost all of whom were employed on a permanent basis (95.2%) and on a full-time contract, 92%, pursuant to the national collective agreement for the metalworking industry. In addition, there are 8 collaborators, including freelancers and temporary workers.

During 2024, **16 new people** joined NTE against 17 terminations, resulting in an incoming turnover rate of 25.4% and an outgoing turnover rate of 27%.t



2022



2023



2024



Recruitment and termination by age group



Under 30



Between 30 and 50



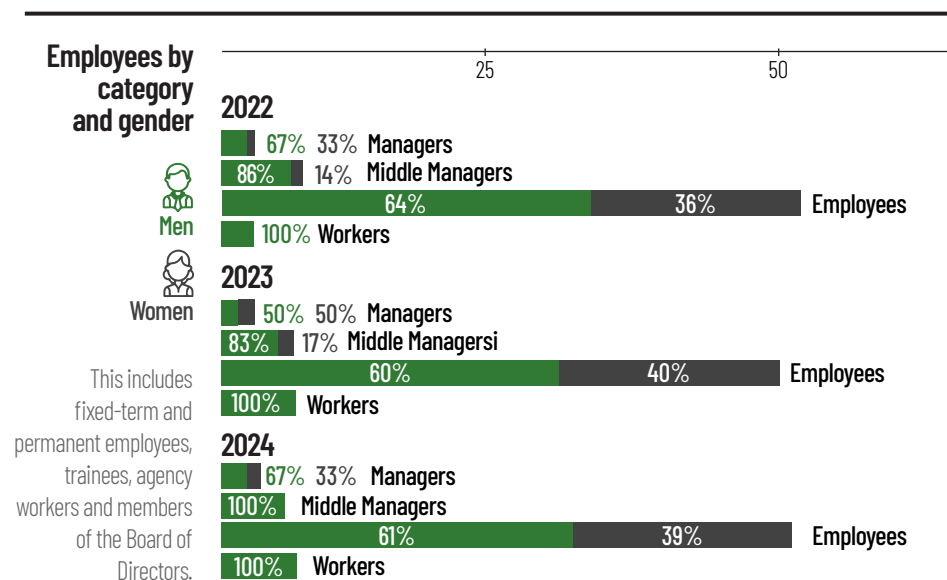
Over 50

Starting from 2023, NTE Process collaborated with the Politecnico di Milano to promote new recruitment channels and attract young talent, with the aim of infusing new energy into the organisation, in particular by participating in events aimed at facilitating the entry of STEM university students into the world of work. The company intends to maintain this active partnership, recognising that direct interaction with academic institutions offers the opportunity to have a proactive discussion to understand the real needs of students on one side and the world of work on the other, thus structuring mutual support.

With an incidence of 78%, the category most represented among employees is that of white collars, followed by blue collars (9%), junior managers (8%) and managers (5%).



Employees by category in 2023



In the Italian metalworking sector, women represent on average **21% of the workforce**, with a greater concentration among female employees (30%) and a much smaller presence among female executives (16%)³. In the case of **NTE Process**, on the other hand, the female component is significantly higher, reaching **32% of the total workforce** compared to 21% of the sector. However, the gap reappears in senior roles: if in the sector there are about 16% women managers, in NTE Process the share represents 13%.

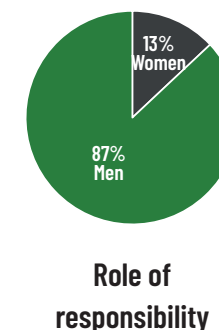
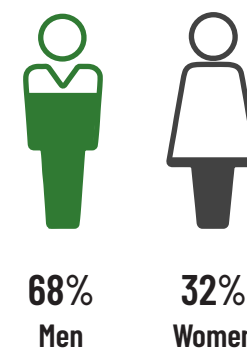
NTE Process continues to promote the entry of talented individuals into STEM (Science, Technology, Engineering and Mathematics) disciplines, with a particular focus on enhancing the skills and potential of those, especially young people, who share our Vision and Mission and are ready to contribute to our project, without any discrimination based on age, gender, race or religion, while fully respecting their own culture and roots.

As for younger age groups, in 2024, thanks to our collaboration with the Polytechnic University, we recruited young graduates selected through university events.

Attention and sensitivity to the **values of inclusion and diversity** are nurtured through communication and socialisation initiatives, such as the annual Women's and Family Days.

During 2023, the Whistleblowing policy was finalised and, in advance of legal obligations, the implementation of the related reporting platform was started. The whistleblowing channel represents a means through which employees, but also suppliers and customers, can report breaches, crimes, illegal behaviour and discrimination within the company, thus preserving the integrity, transparency and dignity of NTE Process. Within the platform, in line with the fundamental principles of NTE Process, further reporting categories have been integrated, not covered by the legislation, but aimed at protecting people even more, promoting the inclusion of company resources and guaranteeing their non-discrimination, with particular attention to women's rights and raising awareness on this important issue.

No incidents of discrimination in the workplace were reported during the reporting period.



Gender balance 2024

³Data 2023; source FIOM-CGIL (https://www.fiom-cgil.it/net/attachments/article/11826/25_03_07-GENDER_GAP-SLIDE.pdf)

4.1.1 Training, development and performance appraisal

La crescita personale e professionale dei dipendenti, attraverso specifici percorsi di formazione è un tema centrale per NTE Process. Per questo, oltre ai corsi obbligatori per legge in tema di salute e sicurezza sul lavoro, l'azienda prevede l'erogazione di corsi di approfondimento e aggiornamento in quattro aree principali:

- competenze tecniche, relative alla conoscenza delle soluzioni sviluppate da NTE Process e dai fornitori, all'utilizzo di strumentazioni e apparecchiature specifiche e alla gestione della qualità;
- competenze digitali legate all'utilizzo di applicativi software;
- competenze amministrative;
- competenze commerciali e di marketing;
- competenze trasversali o "soft skills" relative alla corretta comunicazione, alla gestione dei team di lavoro, alla leadership.

Courses are selected considering specific technical needs, reward incentives and defined development paths. They are introduced to fill specific gaps, both technical and relational, or to promote a broader culture and direct it towards greater professionalism. These can be conducted in person, online, hybrid, at the company or externally, and the timing varies depending on the type of course and the individual path.

In 2024, NTE Process provided **1,242 hours of training, 85% of which voluntary**. In particular, activities aimed at developing the leadership skills of a group of middle managers continued, with the aim of providing them with useful tools for more effective team management. The reinforcement of language skills also continued, aimed at people for whom this updating was functional to their professional development.

Compared to 2023, there was an overall reduction of 55% in training hours. The drop in compulsory training is attributable to the usual health and safety training courses, which did not repeat on a large scale in 2024. As for voluntary training, in 2023 the company had invested significantly in the development of several projects, including the launch of the Academy, an innovative online platform dedicated to internal training. During that year, numerous training materials were created and recorded, which were also used for the on-boarding of new employees, particularly those with technical profiles.

MANAGERS



MIDDLE MANAGERS



EMPLOYEES



WORKERS



WOMEN



MEN



TOTAL



Average voluntary and compulsory hours by category and gender in 2024



Compulsory



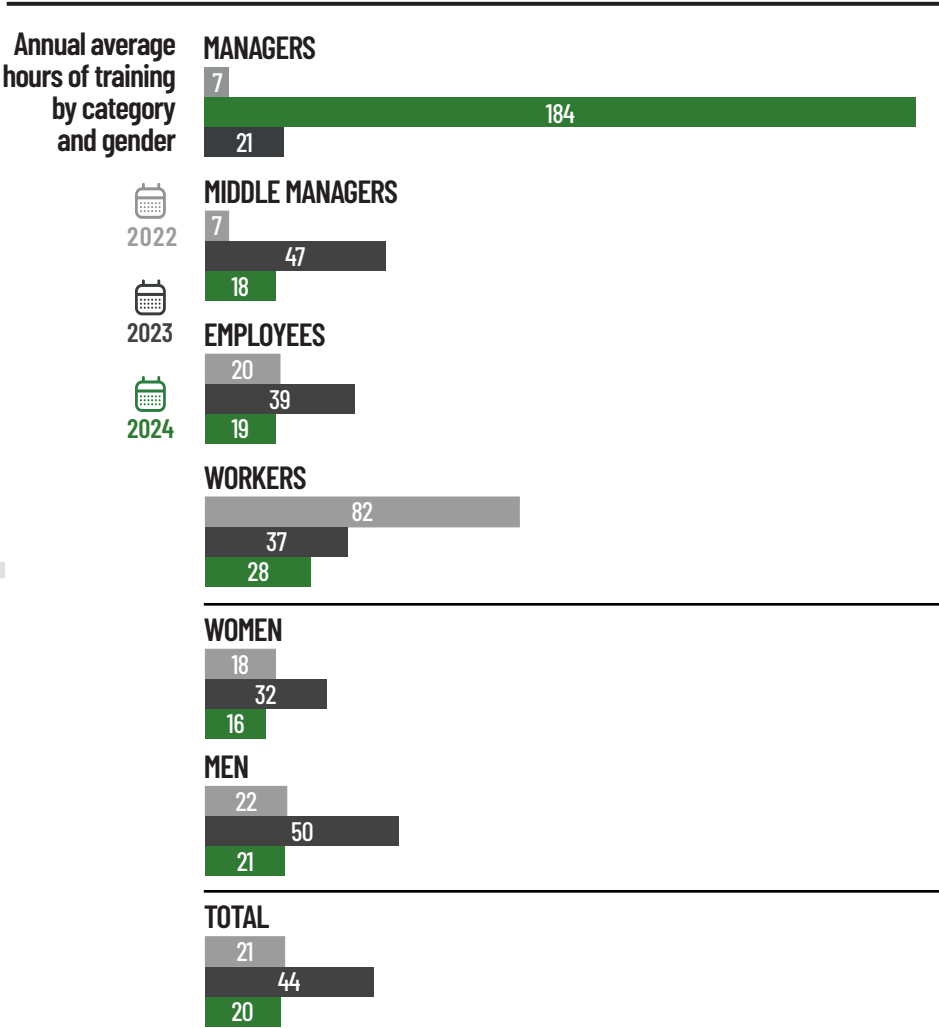
Voluntary

In 2024, despite the fact that the training courses continued, more space was given to **operational technical training**, often provided on a **one-to-one basis** within the departments, and, therefore, not recorded in the total number of hours.

Membership in the ELITE network continued, with NTE selected to participate in the third ELITE Lounge of Intesa San Paolo. This allowed the company to access training and development courses for senior management, focused on internationalisation, strategic innovation, corporate culture and good governance.

Over the last two years there has been a **significant improvement in the processes of recording training hours**. In fact, the data collection work carried out on the occasion of the sustainability report highlighted the importance of having accurate, traceable and reliable management of training activities. In 2024, a **new human resources management platform** was introduced, which simplifies data compilation and storage, making HR process management more efficient. **The goal for 2025 is to fully exploit the potential of the platform**, also activating the modules dedicated to training and performance evaluation.

This will make it possible to have an integrated and fully digital system, capable of offering more reliable, easily accessible and useful data for analysis and strategic assessments.



NTE recognises staff evaluation as a fundamental tool for facilitating discussion and dialogue between managers and employees, enhancing the role and contribution of each individual and improving the organisational climate through the sharing of objectives.

For this reason, a company climate and organisation survey was commissioned in 2019 from I-AER, Institute of Applied Economic Research, and the Performance Management Programme, an annual performance evaluation programme for company employees, was activated.

Through moments of dialogue and one-to-one comparison from which shared reports are created and subsequently made available to the Human Resources Department.

The PMP begins with the “observation period”, in which work performance is observed and measured. During this period, the project manager actively monitors, gives appropriate ongoing specific feedback and collects, where appropriate, tangible cases and examples of performance.

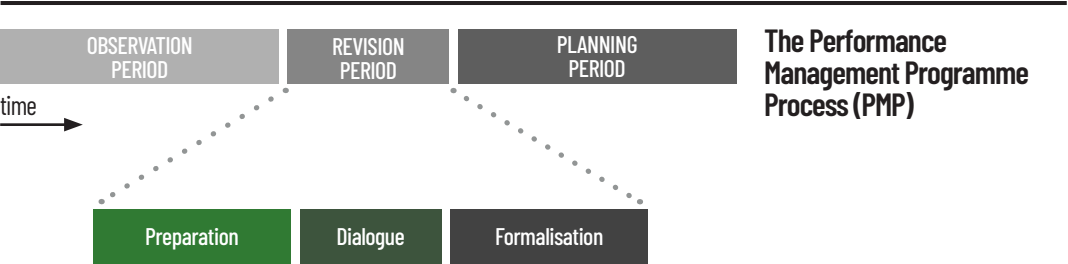
The central stage of the process is the “review period”, which focuses on establishing a dialogue with each employee.

The interview preparation stage envisages that:
-the collaborator prepares, guided by a form, their self-assessment;
-the manager prepares his/her pre-assessment of the collaborator by filling in the “General evaluation form” and the “Skills evaluation form”, based on his/her assessments of the facts.

An interview will then be scheduled, which will be attended by the manager and collaborator with the duly completed forms.

The main topics addressed during the interview concern the interpretation of the role and the review of the specific personal objectives, the objectives achieved, the strengths and areas for improvement, as well as ideas and development projects. At the end, the manager prepares a Dialogue Report, which summarises what was discussed during the interview.

The PMP ends with the “planning period”, for which the manager plans developments and improvement actions.



In 2024, the PMP involved 29 employees, representing 46% of the company's population.
For some positions of responsibility, the performance appraisal process is linked to an MBO (Management by Objectives) system: during the PMP meeting, objective and measurable individual objectives are identified, the achievement of which determines the disbursement of a bonus payment defined as a percentage of the Gross Annual Salary. The MBO was initially tested in departments already accustomed to working for objectives and incentives (Sales & Marketing and Service), to be then extended to services and figures of general interest for the company (Quality, Project Management of special projects, Research and Development, Sector Managers).

In the coming years, NTE intends to further expand the incentive system by involving all those called upon to actively contribute to the company's growth and their own professional development, and the introduction of a 2025 production premium.

4.1.2 Employee welfare practices

NTE Process is committed to creating and maintaining a positive work environment, oriented towards the well-being of people and the enhancement of the contribution of each employee. All employees with an open-ended, apprenticeship or fixed-term contract with at least three months of seniority can access the **company welfare system**, which also includes the health insurance coverage envisaged by the Metalworkers National Collective Labour Agreement.

INTRODUCED
ADDITIONAL
ALLOWANCES

In 2024, the company also introduced, based on specific role and function clusters, a series of **additional allowances** (travel, overtime travel, meal vouchers), with the aim of progressively extending them to the entire company population in the two-year period 2025–2026.

In 2023, the **remote working policy** was established, whereby each employee is allowed to work remotely one day per week. The possibility of activating extraordinary formulas (e.g. several days of smart working or full remote periods), in response to specific employee or company needs, on a temporary and agreed basis, was also introduced.

The adoption of the new **HR management system** now makes it possible to prepare timely analyses and statistics relating to the use of remote working, the amount of overtime, permits and other management indicators. This data allows for more accurate monitoring of individual employees and departments, facilitating assessments that help to ensure a sustainable balance between individual and organisational needs over time.

4.2 Health and safety first

The protection of the health and safety of workers and all persons carrying out activities at the company's premises or during external operations is an essential principle for NTE Process.

To ensure the highest standards of protection, the company has developed and implemented an Occupational Health and Safety Management System (SGSL) certified according to ISO 45001:2018, which applies to all employees at both sites.

	2022	2023	2024
Number of recordable injuries	0	0	0
of which occurred to employees	0	0	0
of which occurred to non-employees workers and contractors permanently present in the operational headquarters of NTE	0	0	0
Number of injuries with serious consequences (more than 6 months of absence)	0	0	0
of which occurred to employee	0	0	0
of which occurred to non-employees workers and contractors permanently present in the operational headquarters of NTE	0	0	0
Number of deaths at work	0	0	0
of which occurred to employees	0	0	0
of which occurred to non-employees workers and contractors permanently present in the operational headquarters of NTE	0	0	0
Recordable work-related injury rate	0	0	0
For employees	0	0	0
For non-employees and contractors	0	0	0

Number of injuries
in 2024



NO ACCIDENTS
OCCURRED IN 2024

The system organises and documents plans, procedures, roles and responsibilities in various areas, including:

- periodic analysis and assessment of risk factors;
- reporting and management of hazardous situations;
- detection, analysis, control and investigation of accidents and occupational injuries, abnormal events, hazardous occurrences and near misses, and the measures necessary to reduce their recurrence;
- the medical and health services available to workers;
- training plans for workers, managers and other persons working at NTE Process sites (suppliers, business partners, agents, visitors);
- methods for consulting and involving workers in the implementation, updating, improvement and evaluation of the SGSL.

The effectiveness of this approach is confirmed by the fact that, in the last five years, there have been no accidents, either among internal or external personnel.

In compliance with Legislative Decrees 81/2008 and 106/2009, NTE Process carries out a careful risk assessment, reported in the DVR-Risk Assessment Document, prepared in collaboration with the external Head of the Prevention and Protection Service (RSPP), the external competent doctor and the Workers' Safety Representative (RLS) within the company.

Risk assessment is based on identifying hazards and estimating the probability of occurrence and severity of negative events. Particular attention is paid to the possible presence of hazardous substances that could cause health hazards or occupational diseases. To this end, NTE Process selects and rejects samples of products containing such substances supplied by customers for testing at the pilot plant.

Appropriate preventive measures are identified for each source of danger, including the definition of specific procedures and rules of conduct for specific activities aimed at reducing the level of risk, as well as signage systems and protective measures.

These measures are subject to continuous improvement, thanks to regular updates to the DVR.

The management of accidents, incidents and near misses is formalised in a specific procedure that defines the rules of conduct and actions to be taken in the event of an accident, incident or near miss.

All workers who witness any of the above events or any dangerous situation are responsible for reporting the event promptly, using the defined methods and tools.

If critical events affecting health and safety in the workplace are observed or come to light, even if they did not result in injury to persons or damage to property (near misses), it is essential to analyse them, taking into account the causes and possible effects that could have resulted, in order to identify any shortcomings and, above all, to implement the appropriate measures to prevent an accident in the same context.

In 2023, all safety procedures relating to the NTE Scientific Hub, home to the R&D Department and the pilot plant, were reviewed and updated with the aim of further protecting the health and safety of customers and suppliers visiting the premises.

With regard to health and safety training, the company has developed a specific training plan to comply with the safety training requirements of Legislative Decree 81/08. Beyond mandatory training, NTE Process is aware that raising awareness and promoting a culture of health and safety among workers are fundamental and essential tools for ensuring and preventing accidents at its sites.

With this objective in mind, the company management undertakes to:

- involve workers in the risk assessment process, explaining the purpose of the assessment and the reasons why they are being asked for information about how they carry out their work activities;
- create an internal communication system that takes into account the company hierarchy for reporting situations that could be improved;
- consulting the RLS prior to the risk assessment process to inform them about the programme defined by the company;
- gathering useful observations from the RLS for improving the health and safety of workers;
- establishing a programme of meetings between company safety figures to discuss health and safety issues.

The commitment to maintaining a healthy and safe working environment also extends to external visitors and customers, who are involved in particular through proactive and transparent communication, providing clear information on the safety measures adopted and inviting them to follow the recommended practices, but

also asking them for feedback to assess their satisfaction and gather concerns or suggestions to further improve the health and safety experience.

At the pilot plant, there are signs indicating sources of danger and, upon entry, information is provided on the rules of conduct to be followed during the visit.

4.3 Working alongside the local community

Aware that, through its activities, it influences the socio-economic development of the context in which it operates, NTE Process is committed to establishing a balanced and positive relationship with the surrounding community, which enables it to generate shared value. With this in mind, the company demonstrates its commitment to the community by supporting local associations and initiatives, with a particular focus on social, environmental, sporting and educational areas. In 2024, it supported:



-**Food Bank**, with a two-pronged initiative: on the one hand, donating Christmas gifts received from customers and suppliers; on the other, organising an internal food collection among employees. A total of 135 kg of food items destined for local families were collected and donated.



-**Comité Maria Letizia Verga ODV**, with a charitable donation made at Easter, through the purchase of Easter cakes to support research and treatment for children and young people suffering from leukaemia.



-**The Municipality of Gorgonzola**, with active participation in the Pink Walk, organised for International Women's Day. The initiative combined social commitment and solidarity, supporting the European Institute of Oncology (IEO).

-**CEM Ambiente**, as part of the "We Plogging" initiative: a group of employees voluntarily joined in collecting litter along the Naviglio canal and in the centre of Gorgonzola, as a tangible gesture of caring for the local area.



-**Vestisolidale**, a social cooperative for the disposal of WEEE, batteries and toner. The activation of new collection points at company sites has enabled more sustainable management of special waste and a positive social impact through the co-operative's inclusive work.



-The Municipality of Gorgonzola and **Assolombarda**, with participation in the Santa Caterina Fair, as part of the project "The territory told through its excellence", which saw NTE Process present with an information stand aimed at citizens and students in particular.



-**Lilt, Italian Association against Cancer**, through the purchase of Christmas gifts.



-**FAST Italia**, an association committed to raising awareness and providing assistance to people living with Angelman syndrome, a rare genetic disorder that affects the nervous system, causing physical, motor and intellectual impairments.



In addition to providing financial support and directly participating in local projects, NTE Process continued to share its experiences and engage in dialogue with other stakeholders regarding its ESG journey.

In particular, in 2024, the company participated as a case study in an event promoted by Banco BPM, dedicated to the role of businesses in sustainable transition.

Lastly, 2024 was also the year in which NTE Holding celebrated its 30th anniversary, a significant event that highlighted the company's ties to its local area and the value of the relationships it has built with employees, families and local stakeholders.



FOOD DRIVE IN SUPPORT OF BANCO ALIMENTARE FOUNDATION



In the spirit of solidarity and waste reduction, NTE Process promoted a food drive in support of **Banco Alimentare**, inviting everyone in the company to contribute long-life products for families in need.

Food gifts received at Christmas from customers, partners and suppliers were also donated to the initiative, transforming a gesture of courtesy into concrete action in support of the local community.

Thanks to everyone's enthusiasm and participation, **135 kg of food** was collected and donated, which was then distributed by the Banco Alimentare Foundation to families in the area.

A small shared gesture that generated great social value.



As part of its commitment to environmental sustainability and promoting the local area, NTE Process has joined the **WE PLOGGING** initiative promoted by CEM Ambiente.

Plogging is an activity that combines sport and environmental protection: it consists of collecting rubbish while walking or running.

In May, colleagues and family members gathered at the Gorgonzola headquarters to walk together along a 2 km stretch of the Martesana Canal, collecting litter and making a real contribution to cleaning up the area.

The initiative was not only an opportunity to take care of the environment, but also a **moment of community, sharing and reflection on the values of responsibility and collaboration** that guide the NTE Process every day.

WE PLOGGING
Let's clean up the
Naviglio together!



5. Methodological note



5.1 Reporting

This NTE Process Sustainability Report is drawn up in compliance with the GRI (Global Reporting Initiative) Standards, according to the “with reference” option.

The document reports information relating to the issues of economic, social and environmental sustainability identified as relevant to the understanding of the company’s activity and impacts (paragraph 5.2 Materiality analysis). The financial statements were not subject to external assurance.

The reporting scope includes all the operational offices of NTE Process, a Limited Liability Company active in Italy with registered and operational offices at via Milano 14/N – Gorgonzola (MI). This document contains data and information referring to the fiscal year as at 31 December 2024. In order to allow the temporal comparability of the most significant indicators, the values for FY 2024 were compared with those for the two previous financial years. Where present, changes to the data set out in the previous financial statements are reported and justified in the text.

The document was drafted by the Marketing Department of NTE Process with the collaboration of the Governance Committee and with the methodological support of ALTIS Advisory – Spin-off of the Sacred Heart Catholic University of Milan, and was approved by the Board of Directors’ Meeting on March 30 2025.

For further information on the Financial Statements, please contact info@nte-process.com.

5.2 Materiality analysis

The materiality analysis aims at identifying the most relevant sustainability issues (“materials”) for the company, whose reporting is necessary in order to allow an adequate understanding of the performance of the business and its impacts on stakeholders.

The analysis was carried out with reference to the principle of so-called double materiality, affirmed by the European Commission in the proposal for the Corporate Sustainability Reporting Directive.

A list of potentially relevant sustainability issues for NTE Process, identified on the basis of the GRI Standards and an analysis of the industrial machinery sector, was submitted to the company’s front-line management for evaluation. The proposed topics were assessed, first and foremost, on the basis of their association with potential negative and positive impacts of NTE activity on the environment, society and the economy. In order to assess the probability and magnitude of these impacts, managers took into account the elements that emerged in the company’s relationships with priority stakeholders (customers, employees and local communities).

Secondly, the same issues were assessed on the basis of the significance of the potential financial impacts associated with them. In this regard, the impacts of NTE Process’s management approach to sustainability issues on revenue performance, access to new customers and credit were analysed.

The materiality matrix, shown in paragraph 1.3.2, groups the issues that have obtained an assessment of relevance above the average value in relation to the impacts on stakeholders and financial impacts.

Statement of use	NTE Process S.r.l. has submitted a report with reference to the Global Reporting Initiative Standards for the period 1 January – 31 December 2023
GRI 1 used	GRI 1 - Fundamental Principles - 2021 version
Relevant GRI sector standards	Not present at the time of approval of these Financial Statements

GRI Standard correlation table

INFORMATION	LOCATION
GRI 2: GENERAL INFORMATION - 2021	
The organisation and its reporting practices	
2-1 Organisational details	Chap. 1, sub. 1.4 Governance and organisational model Methodological Note
2-2 Entities included in the reporting of the sustainability of the organisation	Methodological Note
2-3 Reporting period, frequency and point of contact	Methodological Note
2-4 Restatement of information	Methodological Note
2-5 External Assurance	Methodological Note
Activities and employees	
2-6 Assets, value chain and others business relationships	Chap. 1, sub. 1.1 Who are we
2-7 Employees	Chap. 4, sub. 4.1 Protection and development of people
2-8 Non-Employees	Chap. 4, sub. 4.1 Protection and development of people
Governance	
2-9 Governance composition and structure	Chap. 1, sub. 1.4 Governance and organisational model
2-12 Role of the highest governing body in the control of impact management	Chap. 1, sub. 1.4 Governance and organisational model
2-13 Delegation of responsibility for impact management	Chap. 1, sub. 1.4 Governance and organisational model
2-14 Role of the highest governing body in sustainability reporting	Chap. 1, sub. 1.4 Governance and organisational model
2-15 Conflicts of interest	Chap. 1, sub. 1.5 Ethics and integrity
2-16 Communication of critical issues	Chap. 1, sub. 1.5 Ethics and integrity
Strategy, policies and practices	
2-22 Statement on the strategy of sustainable development	Letter to Stakeholders
2-23 Commitment in terms of policy	Chap. 1, sub. 1.3 Sustainability for NTE Process
2-24 Integration of commitments in terms of policy	Chap. 1, sub. 1.3 Sustainability for NTE Process
2-26 Mechanisms for clarification and to report concerns	Chap. 1, sub. 1.3 Sustainability for NTE Process
2-27 Compliance with laws and regulations	Chap. 1, sub. 1.5 Ethics and integrity
2-28 Membership in associations	The Company is a member of ANIMA – Confindustria Meccanica Varia

INFORMATION	LOCATION
Stakeholder engagement	
2-29 Approach to the involvement of stakeholders	Chap. 1, sub. 1.3 Sustainability for NTE Process
2-30 Collective contracts	Chap. 4, sub. 4.1 Protection and development of people
ECONOMIC AND FINANCIAL RESULTS AND VALUE CREATION	
GRI 201: ECONOMIC PERFORMANCE - 2016	
201-1 Direct economic value generated and distributed	Chap. 1, sub. 1.6 Economic performance and sharing of value
DEVELOPMENT OF LOCAL COMMUNITIES	
GRI 203: INDIRECT ECONOMIC IMPACTS - 2016	
203- 1: Infrastructure investments and services financed	Chap. 4, sub. 4.3 Working alongside the local community
PROCUREMENT POLICY	
GRI 204: PROCUREMENT PRACTICES - 2016	
204-1 Proportion of expenditure in favour of local suppliers	Chap. 2, sub. 2.5 Supply chain supervision
ETHICS, INTEGRITY AND MANAGEMENT OF RISKS	
GRI 205: ANTI-CORRUPTION - 2016	
205-3 Confirmed acts of corruption and actions taken	Chap. 1, sub. 1.5 Ethics and integrity
GRI 206: ANTI-COMPETITIVE BEHAVIOUR - 2016	
206-1 Legal actions for anti-competitive behaviour, antitrust and monopolistic practices	Chap. 1, sub. 1.5 Ethics and integrity
CONSCIOUS CONSUMPTION OF MATERIALS	
GRI 301: MATERIALS - 2016	
301-1 Materials used by weight or volume	Chap. 3, sub. 3.2 Efficient use of resources The data reported concern packaging materials. Currently, the company's management systems and business relations with suppliers do not allow timely monitoring of the volume of purchased semi-finished products.
ENERGY MANAGEMENT	
GRI 302: ENERGY - 2016	
302-1 Energy consumption within the organisation	Chap. 3, sub. 3.1 Energy management and combating climate change

INFORMATION	LOCATION
ATMOSPHERIC EMISSIONS	
GRI 305: EMISSIONS – 2016	
305-1 Direct (Scope 1) GHG emissions	Chap. 3, sub. 3.1 Energy management and combating climate change
305-2 Energy indirect (Scope 2) GHG emissions	
305-4 Intensity of GHG emissions	
WASTE MANAGEMENT	
GRI 306: WASTE – 2020	
306-1 Production of waste and significant impacts related to waste	Chap. 3, sub. 3.3 Waste management
306-2 Management of significant impacts related to waste	
306-3 Waste produced	
306-4 Waste not intended for disposal	
306-5 Waste intended for disposal	
EMPLOYEE WELFARE	
GRI 401: EMPLOYMENT – 2016	
401-1 New employee hires and employee turnover	Chap. 4, sub. 4.1 Protection and development of people
OCCUPATIONAL HEALTH AND SAFETY PROTECTION	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY – 2018	
403-1 Occupational health and safety management system	Chap. 4, sub. 4.2 Health and safety at the core
403-2 Hazard identification, risk assessment, and incident investigation	Chap. 4, sub. 4.2 Health and safety at the core
403-3 Occupational health services	Chap. 4, sub. 4.2 Health and safety at the core
403-4 Employee participation and consultation and communication on health and safety at work	Chap. 4, sub. 4.2 Health and safety at the core
403-5 Worker training on occupational health and safety	Chap. 4, sub. 4.2 Health and safety at the core
403-6 Promotion of employees' health	Chap. 4, sub. 4.1.2 Employee welfare practices Chap. 4, sub. 4.2 Health and safety at the core
403-7 Prevention and mitigation of workplace health and safety impacts within business relationships	Chap. 2, sub. 2.3 Product quality and safety Chap. 4, sub. 4.2 Health and safety at the core
403-9 Accidents at work	Chap. 4, sub. 4.2 Health and safety at the core

INFORMATION	LOCATION
HUMAN CAPITAL DEVELOPMENT	
GRI 404: TRAINING AND EDUCATION – 2016	
404-1 Average annual training hours per employee	Chap. 4, sub. 4.1.1 Training, development and performance appraisal
404-2 Employee skills upgrading and transition assistance programmes	
404-3 - Percentage of employees who receive a periodic evaluation of performance and professional development	
DIVERSITY, INCLUSION AND NON-DISCRIMINATION	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES – 2016	
406-1 Incidents of discrimination and corrective actions taken	Chap. 4, sub. 4.1 Protection and development of people
GRI 406: NON-DISCRIMINATION – 2016	
406-1 Episodi di discriminazione e misure correttive adottate	Cap. 4, par. 4.1 Tutela e crescita delle persone
HUMAN AND WORKERS' RIGHTS	
GRI 408: CHILD LABOUR – 2016	
xxxx408-1 Activities and suppliers at significant risk of child labour incidents	Chap. 2, sub. 2.5 Supply chain supervision No activities at significant risk or incidents of child labour within the workplace were reported during the reporting period.
GRI 409: FORCED OR COMPULSORY LABOUR – 2016	
409-1 Activities and suppliers at significant risk of forced or compulsory labour incidents	Chap. 2, sub. 2.5 Supply chain supervision No activities at significant risk or incidents of forced labour within the workplace were reported during the reporting period.
GRI 412: ASSESSMENT OF RESPECT FOR HUMAN RIGHTS– 2016	
412-1 Activities that have been subject to human rights audits or impact assessments	Chap. 2, sub. 2.5 Supply chain supervision
QUALITY AND SAFETY OF CUSTOMERS	
GRI 416: HEALTH AND SAFETY OF CUSTOMERS – 2016	
416-2 Non-compliance incidents with regard to health and safety impacts of products and services	Chap. 2, sub. 2.3 Product quality and safety
GRI 418: CUSTOMER PRIVACY – 2016	
418-1 Proven complaints regarding customer privacy breaches and loss of customer data	Chap. 2, sub. 2.4 Data protection



Sustainability Report 2024

NTE Process S.r.l.

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